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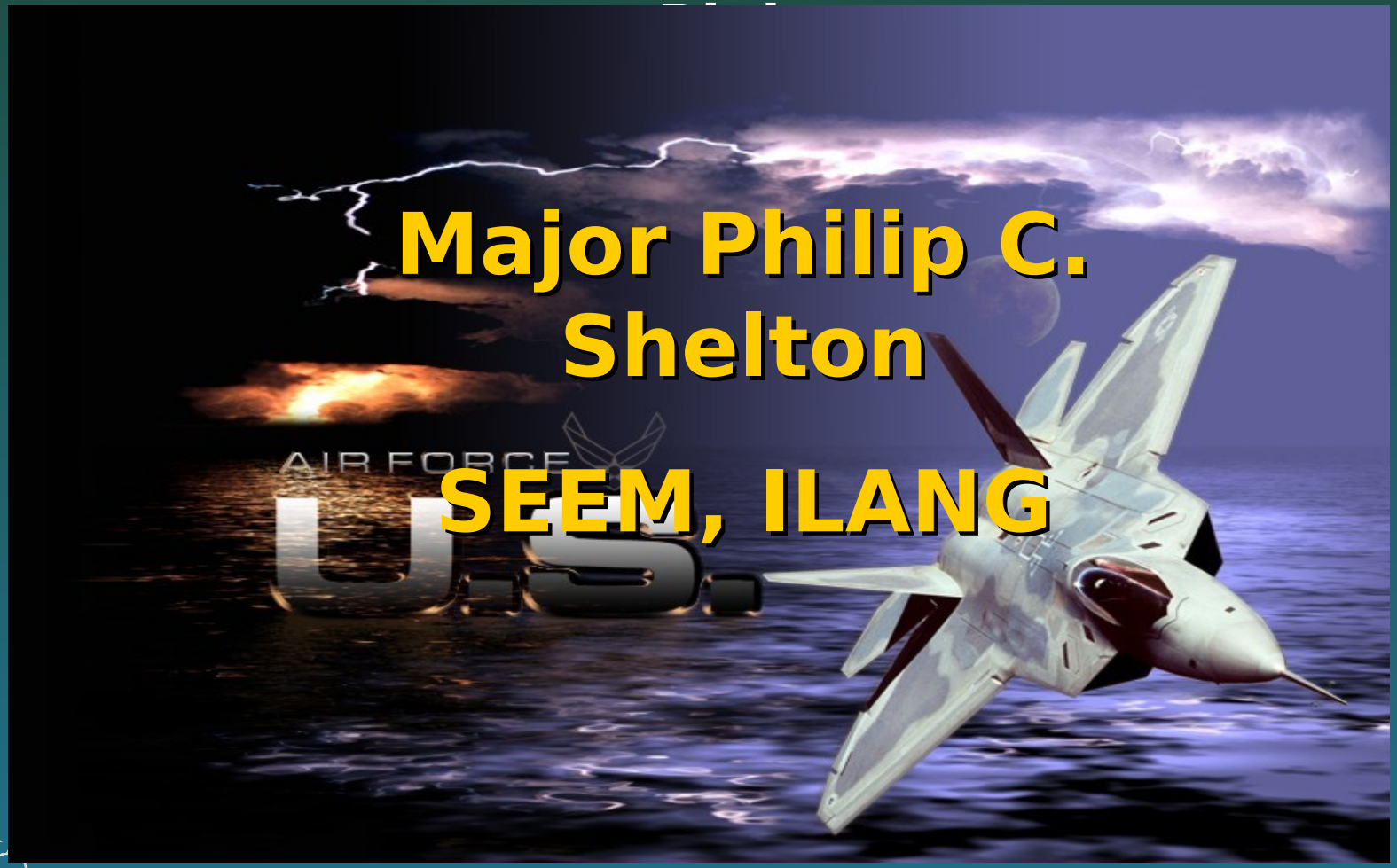

"Equal Opportunity… The Watermark"
EO/EEO TRAINING CONFERENCE
30 April – 4 May 2007

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EO/EEO To ***DON'T*** List

10 Things you should never do in

Equal Opportunity

"Equal Opportunity… The Watermark"
EO/EEO TRAINING CONFERENCE
30 April – 4 May 2007

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The Office of Equal Opportunity and Civil Rights
Overview
(1 of 2)

10. Don’t confuse EO and EEO

9. Don’t guess at regulatory guidance

8. Don’t call NGB before you call your SEEM

7. Don’t make it YOUR program/agenda

6. Don’t be the sheriff when you are only the deputy

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Overview
(2 of 2)

5. Don't REPLACE EO/Affirmative Action with Diversity initiatives

4. Fear NOT

3. Don't ignore your perceptions

2. NO measure, NO treasure

1. Don't isolate yourself

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EO/EEO To ***DON'T*** List

(1 of 13)

- **Don't confuse EO and EEO**

. pur-view - 1. scope or range: the scope or range of something such as a court's jurisdiction or somebody's knowledge

EO- Military purview (M-Day/Traditional & AGR)- EOA's, EOR's, MEO's & SEEM's

EEO- Technician ONLY- EEO counselor's, SEEM's

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EO/EEO To *DO N-T* List

(2 of 13)

- **Don't guess at regulatory guidance**

ANG

AFI 36-2706 MEO Program

AFPAM 36-2704 Military Equal Opportunity Unit Climate Assessment Program

ANGI 36-3401/ANGI 36-7 The ANG MEO Program

ANGP- 30.2 Sexual Harassment

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EO/EEO To DO's and *DON'T* List

(3of 13)

- **Don't guess at regulatory guidance**

ANG

ANGR- 35-29 Military Affirmative Action

ANGI 36-3 Military Discrimination Complaint System

ANGP-36-3 Investigating Military Discrimination Complaints

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EO/EEO To *DON'T* List

(4of 13)

9. Don't guess at regulatory guidance

ARNG

NGR 600-21 EO in the ARNG

NGR 600-22 National Guard Discrimination Complaint System

NG Pam 600-22 Investigating Military Discrimination Complaints

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EO/EEO To *DON'T* List

(5of 13)

9. Don't guess at regulatory guidance

ARNG

NGR 600-23 Nondiscrimination in Federally Assisted Programs

NGB Pam 600-4 Guidelines for Commanders, Managers and Supervisors

DA Pam 600-26 Department of the Army Affirmative Action Plan

DA Pam 350-20 Unit EO Training Guide

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Competence

Consciously Competent	**Unconsciously Competent**
Consciously Incompetent	**Unconsciously Incompetent**

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EO/EEO To *DON'T* List

(6 of 13)

- **Don't call NGB before you call your SEEM**

The State Equal Employment Manager is the POC for ALL EO/EEO issues for your respective State, Territory or District.

If you do not know who your SEEM is, or have no contact information, I have the list.

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EO/EEO To *DON'T* List
(7 of 13)

7. Don't make EO YOUR platform/agenda

Acknowledge what you will never experience.

Your experiences factor into every aspect of your life. Be aware that your personal history shapes your attitudes and perceptions of right and wrong. Your past can be used for excellent facilitation as an EO soldier/airmen, but it should not be your agenda.

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EO/EEO To *DON'T* List
8 of 13)

- **Don't be the sheriff when you are only the deputy**

In all that you do in Equal Opportunity always remember that you are representing your commander's programs and policies. Others will look to you to enforce some things that you do not have the authority to enforce. The deputy is required to *re*inforce the sheriff's policy. As an agent of EO you recommend, advise and find facts to receive instruction from the sheriff.

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EO/EEO To *DON'T* List
(9 of 13)

5. Don't REPLACE EO/Affirmative Action with Diversity initiatives.

We know that change is rarely a smooth process. It can be intimidating and chaotic. In fact, transition has the potential to either launch an organization to the next level, or dump it into the deepest pit. That's why wise leaders look out for change, then manage it, and lead their people through it.

John Maxwell

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4. Fear NOT

EO/EEO To *DON'T* List

(10 of 13)

Do not ignore whistle blower protection for those who file a complaint. The reprisal prevention plan is designed to insure that a soldier or airmen can file a complaint with no fear of reprisal for having done so.

Zero complaints is not always indicative of an EO friendly work environment. It may suggest fear of reprisal.

"Don't Make Waves????" - Wrong

"Sir/Ma'am here is your surfboard/lifeboat/life preserver" - Reality

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EO/EEO To *DON'T* List
(11 of 13)

3. Don't ignore your perceptions/instincts

Factor them in

Challenge

Think

Decide

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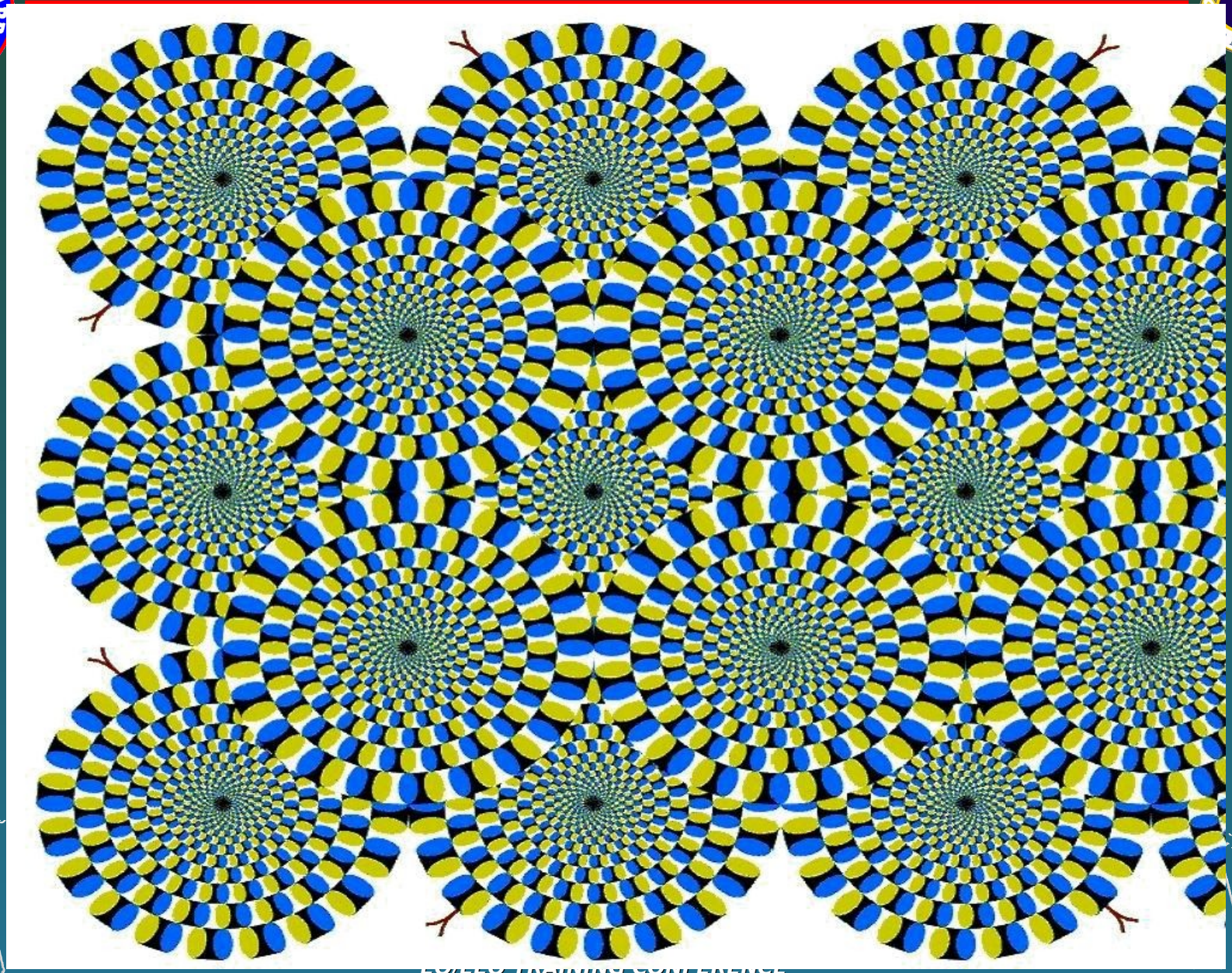

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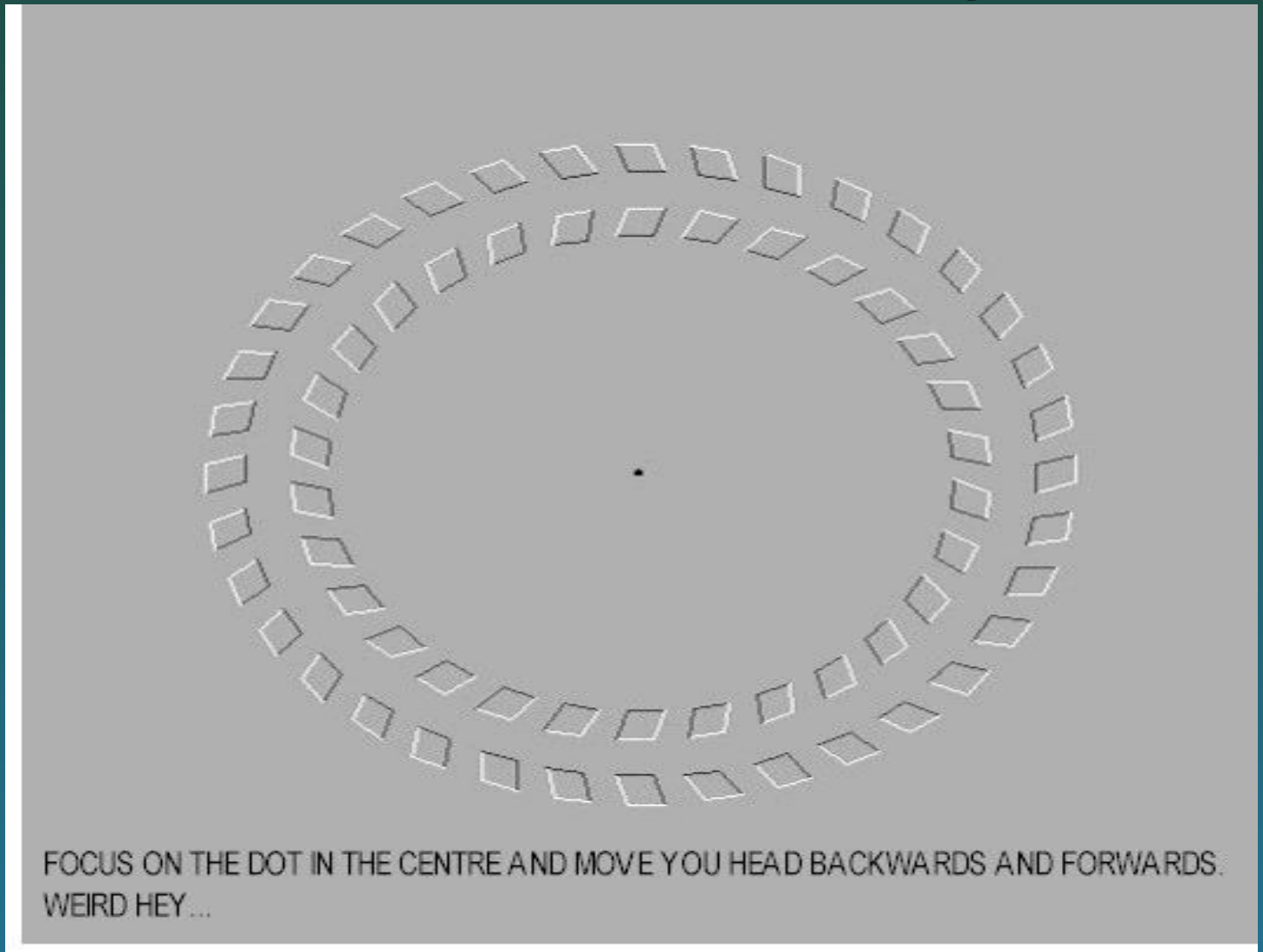

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I cdnuolt blveiee taht I cluod aulaclty uesdnatnrd waht I was rdanieg The phaonmneal pweor of the hmuan mnid Aoccdrnig to rscheearch taem at Cmabrigde Uinervtisy, it deosn't mttaer in waht oredr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghit pclae. The rset can be a taotl mses and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe. Such a cdonition is arppoiately cllaed Typoglycemia :)-

Amzanig huh? Yaeh and yuo awlyas thought

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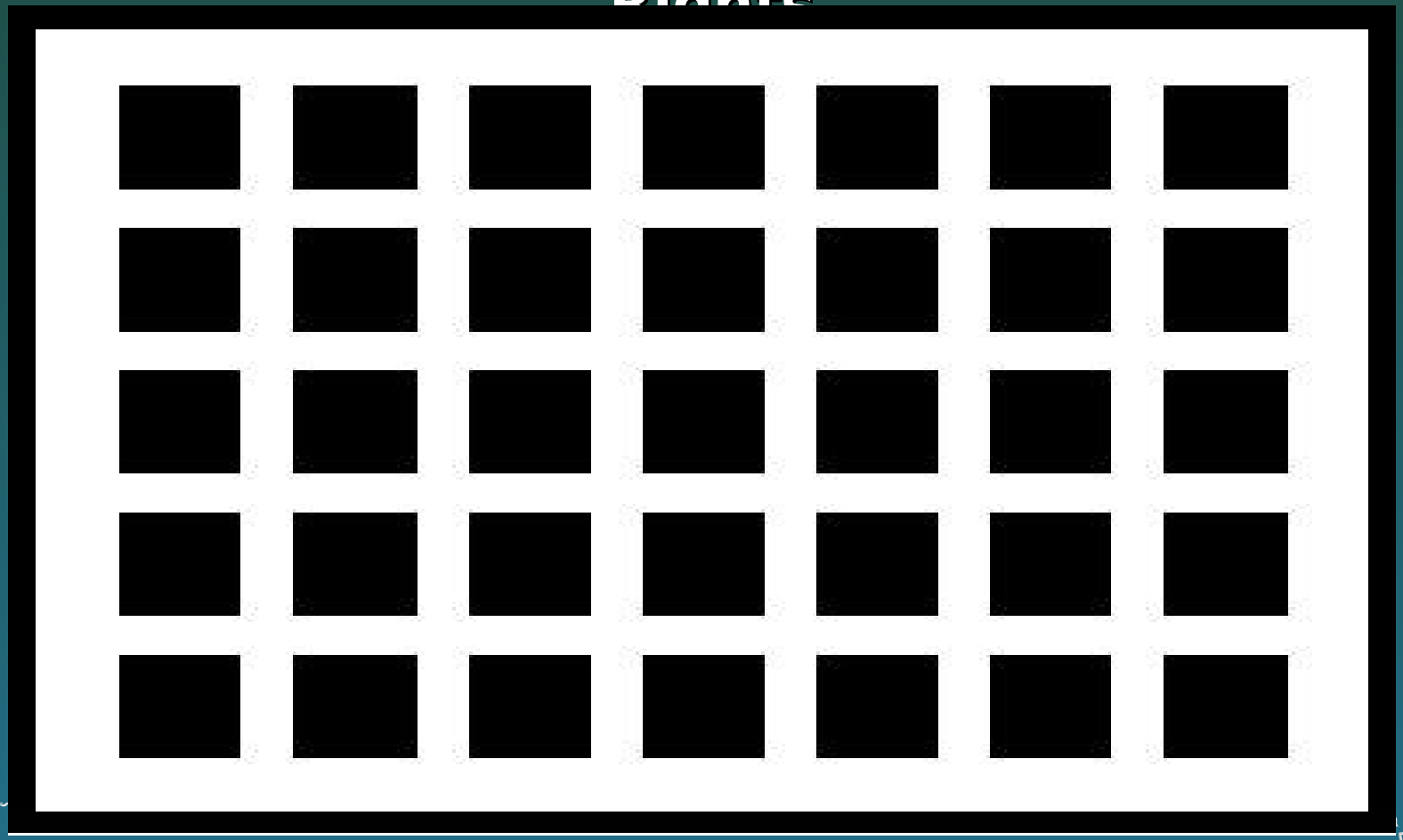

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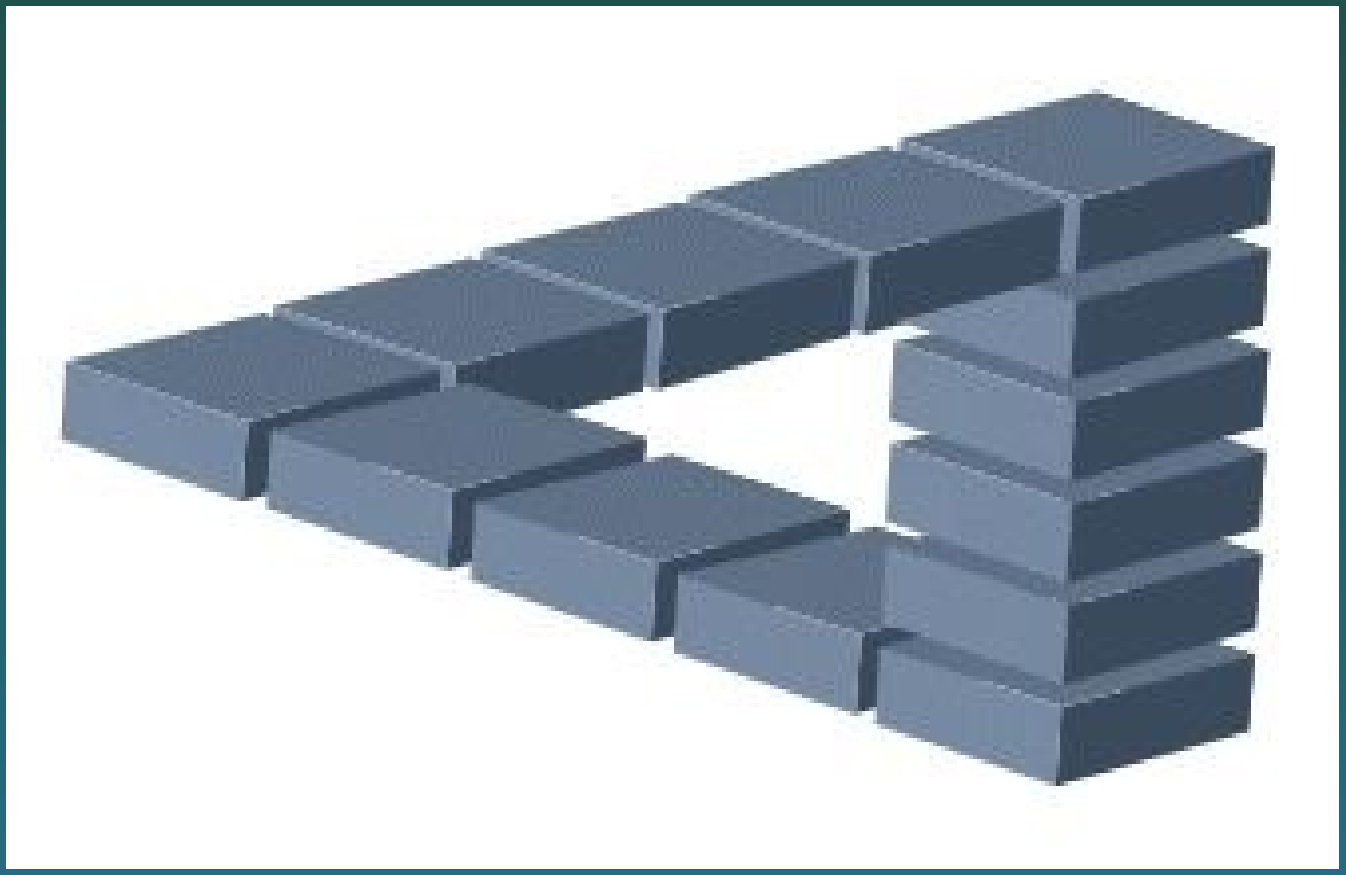

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EO/EEO To *DON'T* List
(12 of 13)

2. No measure no treasure

What you can measure, you can change. What you can change will get the attention of decision makers with the resources to fund the change.

Measurement + Mission = Money

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EO/EEO To *DON'T* List
(13 of 13)

1. **Don't isolate yourself**

NGB-EO/CR
EOA

SEEM
MEO

HR/EO

HRA

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